

EFFINGHAM COMMUNITY UNIT DISTRICT #40  
EFFINGHAM, ILLINOIS

**MINUTES**  
**SPECIAL MEETING**  
**WEDNESDAY, FEBRUARY 11, 2026**

1. Call to Order/Pledge of Allegiance/Roll Call

President Wendling called the Special Meeting to order at 5:30 PM

Secretary Willenborg called the roll.

Members present: Andrew Altman, Erica Boone, Brandon Duncan, Chad Thompson, Desha Wear, Jill Wendling, and Jane Willenborg

Members absent: none

Members in attendance remotely: none

Staff present: Andrew Johnson and Kelsey Baker

2. Recognition of Visitors

3. Closed Session

A. The appointment, employment, compensation, discipline, performance, or dismissal of specific employees of the District.

B. Collective negotiating matters between the public body and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees.

Willenborg made a motion, seconded by Thompson, to adjourn to Closed Session at 5:32 PM.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

4. Return to Open Session

Altman made a motion, seconded by Boone to adjourn and return to open session at 7:41 PM.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

5. Personnel List

<b>EMPLOYMENT:</b>	
Anna Cobix	2nd Shift Custodian at CGS
Laura Gomez Rivera	
Troy Welker	Swing Shift Custodian at ELC & SS
Drew Deters	JH Bass Fishing Coach for 2025-26 School Year
<b>CHANGE IN STATUS</b>	
Jack Harper	JV Baseball Coach for 2025-26 School Year
Jackson Lee	JV Baseball Coach for 2025-26 School Year

<b>TRANSFER:</b>	
Peggy Manley	6 Hr. Cook at EHS
Sara Deters	7 Hr. Cook at SS
<b>RESIGNATION:</b>	
Alexa Semple	JH & HS Volunteer Track Coach
Regina King	6 Hr. Cook at EHS
Adrien Fitzjarrald	Teacher Assistant at LHECC
Jennifer Seachrist	Special Program Coordinator July 2026
Halle Byous	Math Interventionist end of 2025-26 School Year
Vicki Hodge	Custodian at SS
Jennifer Wudtke	Math Teacher at EHS August 2026
Deb Kirby	4 Hr. Cook at SS
<b>RETIREMENT:</b>	
Allen Birch	Bus Driver June 2026

Altman made a motion, seconded by Wear, to approve the personnel list as presented.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

#### 6. Adjourn

Boone made a motion, seconded by Thompson, to adjourn the meeting at 7:42 PM.

Roll call vote

AYES: Altman, Boone, Duncan, Thompson, Wear, Wendling, Willenborg

NAYS: none

ABSTAIN: none

Motion Carried

**Date of Minutes:** Wednesday, February 11, 2026

**Date of Approval:** \_\_\_\_\_

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

**EFFINGHAM COMMUNITY UNIT SCHOOL DISTRICT #40**

**Effingham, Illinois**

**Motion to Adjourn to Closed Meeting**

**Date: February 11, 2026**

**Time: 5:32 PM**

A motion was made by Willenborg, and seconded by Thompson, to adjourn to closed meeting to discuss:

- ☐ **The appointment, employment, compensation, discipline, performance, or dismissal of specific employees, specific individuals who serve as independent contractors, or specific volunteers of the District or legal counsel for the District, including hearing testimony on a complaint lodged against an employee, a specific individual who serves as an independent contractor, or a volunteer of the District or against legal counsel for the District to determine its validity. However, a meeting to consider an increase in compensation to a specific employee of a public body that is subject to the Local Government Wage Increase Transparency Act may not be closed and shall be open to the public and posted and held in accordance with this Act. 5 ILCS 120/2(c)(1).**
- ☐ **Collective negotiating matters between the District and its employees or their representatives, or deliberations concerning salary schedules for one or more classes of employees. 5 ILCS 120/2(c)(2).**
- ☐ The selection of a person to fill a public office, including a vacancy in a public office, when the District is given power to appoint under law or ordinance, or the discipline, performance or removal of the occupant of a public office, when the District is given power to remove the occupant under law or ordinance. 5 ILCS 120/2(c)(3).
- ☐ Evidence or testimony presented in open hearing, or in closed hearing where authorized by law, to a quasi-adjudicative body, as defined in the Open Meetings Act, provided that the body prepares and makes available for public inspection a written decision with its determinative reasoning. 5 ILCS 120/2(c)(4).
- ☐ Evidence or testimony presented to the Board regarding denial of admission to school events or property pursuant to 105 ILCS 5/24-24, provided that the Board prepares and makes available for public inspection a written decision setting forth its determinative reasoning. 5 ILCS 120/2(c)(4.5), added by P.A. 103-311.
- ☐ The purchase or lease of real property for the use of the District, including meetings held for the purpose of discussing whether a particular parcel should be acquired. 5 ILCS 120/2(c)(5).
- ☐ The setting of a price for sale or lease of property owned by the District. 5 ILCS 120/2(c)(6).
- ☐ The sale or purchase of securities, investments, or investment contracts. 5 ILCS 120/2(c)(7).
- ☐ Security procedures, school building safety and security, and the use of personnel and equipment to respond to an actual, a threatened, or a reasonably potential danger to the safety of employees, students, staff, the public, or public property. 5 ILCS 120/2(c)(8).
- ☐ Student disciplinary cases. 5 ILCS 120/2(c)(9).
- ☐ The placement of individual students in special education programs and other matters relating to individual students. 5 ILCS 120/2(c)(10).
- ☐ Litigation, when an action against, affecting or on behalf of the particular District has been filed and is pending before a court or administrative tribunal, or when the District finds that an action is probable or imminent, in which case the basis for the finding shall be recorded and entered into the closed meeting minutes. 5 ILCS 120/2(c)(11).
- ☐ The establishment of reserves or settlement of claims as provided in the Local Government and Governmental Employees Tort Immunity Act, if otherwise the disposition of a claim or potential claim might be prejudiced, or the review or discussion of claims, loss or risk management information, records, data, advice or communications from or with respect to any insurer of the District or any intergovernmental risk management association or self-insurance pool of which the District is a member. 5 ILCS 120/2(c)(12).
- ☐ Self-evaluation, practices and procedures, or professional ethics, when meeting with a representative of a statewide association of which the District is a member. 5 ILCS 120/2(c)(16).
- ☐ Discussion of minutes of meetings lawfully closed, whether for purposes of approval by the body of the minutes or semi-annual review of the minutes as mandated by Section 2.06. 5 ILCS 120/2(c)(21).
- ☐ Meetings between internal or external auditors and governmental audit committees, finance committees, and their equivalents, when the discussion involves internal control weaknesses, identification of potential fraud risk areas, known or suspected frauds, and fraud interviews conducted in accordance with generally accepted auditing standards of the United States of America. 5 ILCS 120/2(c)(28).

**Closed Meeting Roll Call:**

<b>"Yeas" - 7</b>	<b>"Nays" - 0</b>
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Motion: Carried